

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after September 13, 2003, were as follows: Average increases of 24 cents (3.1 percent) for Level 1 and 27 cents (2.6 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase is effective the first day of the first pay period beginning on or after January 1, 2004.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	57	8.16	9.10	8.24
CASHIER-CHECKER	231	7.48	12.19	6.75
CUSTOMER SERVICE ASST	16	8.82	11.65	7.25
OFFICE CASHIER	10	9.77	15.16	7.78
TELLER	59	9.40	9.81	9.00
RECREATION ATTENDANT	20	8.09	10.67	7.00
DESK CLERK	57	7.77	9.88	7.03
NF - 2				
STORE DETECTIVE	14	9.59	11.00	7.42
HEAD CUSTOMER SVC ASST	7	10.94	14.20	8.50
PAYROLL CLERK	6	12.68	15.95	9.50
SECRETARY	33	11.69	16.70	9.29
DATA ENTRY SPECIALIST	3	12.34	13.00	12.01
ACCOUNTING TECHNICIAN	52	12.36	15.63	9.00
NF - 3				
DEPARTMENT MANAGER	76	10.77	14.55	8.00
EXECUTIVE SECRETARY	51	15.95	21.70	12.12
BOOKKEEPER	15	14.11	15.91	12.00

WAGE AREA : #039 Hampden, Massachusetts
ORDER DATE : July 7, 2003
SURVEY : #018/019-33